NPRST Research Agenda Supports Navy Personnel Leadership

David L. Alderton, Ph.D.

Navy Personnel Research, Studies, & Technology

Evolution of NPRST Research Agenda

- **Sailor 21 (Dec98)**

  Our vision for Navy personnel system and the research to attain it

  Basis for our ONR (FNC) research program

- **Substantially influenced the Navy leadership**

  Navy Human Resources Board of Directors Adopted (Oct99, Sep00)

  Blended into ForceNet by Strategic Studies Group XX (Jul01)

  Manifest as Project SAIL (Mar02; linking RIDE, web-based marketplace [WBS], distribution incentives/auctions, career management)

  Embodied in the CNO's "Sea Warrior" concept (Jul02; Whole Person Assessment, Project SAIL, WBM, Enterprise Management System)

- **Consonant with CNP's 2003 Guidance (21Jan03)**

Selection & Classification, Attrition Reduction Technologies

NPRST

NPRST Program

- Improve Sailor job match
- Reduce unwanted attrition
- Improve retention
- Increase job satisfaction

- RIDE (ONR)
- JOIN (ONR)
- Non-cognitive measures (ONR)
- 1st Watch (ONR)
- ASVAB standards (N13)
- Enlisted Cohort Tracking (N13)
- Recruiter Selection (CNRC)

CNP Guidance

- Sea Warrior
- NRAMS
- Readiness
- Accessions
- Retention and attrition goals
- Force shaping
- Perform-To-Serve
- Quality of service
- Career management
- Sailor-centric systems
- Positive Navy experience

Sailor Career Management System

NPRST Program

- **Improve Sailor job match**
- **Reduce unwanted attrition**
- **Increase Command input**
- **Improve retention**
- **Enlisted Career Planning**

- **Web-based Marketplace (ONR)**
- **Cognitive Agents (ONR)**
  - **Sailor preferences**
  - **Command needs**
- **Distribution Incentives (N1)**
- **Multi-attribute auctions (ONR)**

CNP Guidance

- **Sea Warrior**
- **Readiness, Reduce Gaps at Sea**
- **Retention and attrition goals**
- **Perform-To-Serve**
- **Quality of service**
- **Career management**
- **Sailor-centric systems**
- **Control PCS costs**
- **Consistent with PeopleSoft8, Defense Integrated Military Human Resources System (DIHMRS)**

Enterprise Management System

NPRST Program

- Improve situational awareness of manpower and personnel
- Extended forecast horizon
- Model integration and simulation
- Enterprise-wide policy analysis

- CHROME (N13)
- MODCOMP (N13)
- EMPIPS/SKIPPER III (ONR)
- Officer Career Path Model (ONR)
- P-SMART (ONR)
- IMPRINT (ONR/congressional)

CNP Guidance

- Sea Warrior
- NRAMS/NSIPS
- Readiness
- Accessions
- Retention and attrition goals
- Force shaping
- Career management
- Selective Re-enlistment Bonus
- Integrate personnel requirements into acquisitions

Organizational Assessment

NPRST Program

- **Provide surveys and program assessments to inform Navy leadership on policy decisions.**

- Officer Career Progression Survey
- Navy Personnel Survey System, paper and Web-based versions (N1)
  - Navy-wide Personnel Survey
  - Navy Quality of Life Survey
  - Spouse Quality of Life Survey
- Team Detailing Assessment (PERS4)
- CNP Navy Quick Poll (NPC)
- Evaluation of SAVI (PERS6)
- Argus (CCD)

CNP Guidance

- Diversity
- Quality of service
- Sea Warrior
- Sailor-centric systems
- Technology
- Family support
- Improve retention
- Positive Navy experience